

# Yellowstone County



## HUMAN RESOURCES

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September 15, 2020

TO: Board of Yellowstone County Commissioners

FROM: Kevan Bryan, Finance Director *Jennifer Jones*  
Dwight Vigness, HR Director *DW*

RE: Health Insurance Rate Recommendation for FY21

Attached is a funding estimate recap from our health insurance advisor, Levitt Group.

As a result of discussions with the Levitt Group and our health committee, we are recommending no increase for the first half of FY21. This is more than the actuary's attached recommendation of a 4.88% reduction. We maintain that reserves are strong and wish to continue a path of somewhat stabilized rate changes in the uncertain and at times wildly fluctuating health care markets.

We have eliminated the wellness incentive concept from all schedules. In addition, we felt that a review of our current rates as they relate between the traditional plan and the high deductible plan were due for a more thorough review. Our goal is to provide equal value to the employee between the plans, and also to simplify how we calculate rates going forward. In consultation with our outside actuary, we are proposing slight adjustments to some of the rates, per the attached schedule that would be effective January 1, 2021. These changes standardize rates for the traditional plan with any impact previously created by the wellness incentive removed. In effect, the wellness incentive rate is the standard new rate for everyone.

In the high deductible area, we agreed upon a structure that provides a 15% discount to those rates over the traditional rates, along with an HSA contribution of \$150 per month built into the rates where appropriate, and pro-rated for employees not working full-time for the County.

All of this corrects some longstanding rounding issues and departures from a standardized approach. This will eliminate rate calculation errors in future years and more closely offer consistent value to our employees across our plan options.

On September 8, 2020 the topics discussed in this letter were presented to the Health Insurance Advisory Committee for discussion and review.

As soon as the Board of County Commissioners approves a new health insurance plan rate structure, we will move forward in the notification process for the plan membership adjustments, effective January 1, 2021. Proposed rate schedules attached.

**Health Insurance Rates effective FY20 - FY21**  
**Traditional Plan**

	Monthly FY20 and FY21	
	7/1/20-12/31/20	1/1/21-6/30/21
<b>Active - County Employee</b>	\$ 974.00	\$ 924.00
* Employee paid by County Spouse	\$ 542.00	\$ 542.00
One Child	\$ 338.00	\$ 338.00
Two Children Only	\$ 674.00	\$ 674.00
Family maximum	\$ 722.00	\$ 722.00

\* FY20 includes employee paid wellness

<b>PART-TIME EMPLOYEE (0.50-0.74 FTE)</b>		
Part-time employee	\$ 488.00	\$ 462.00
Part-time employee w/ spouse	\$ 1,030.00	\$ 1,004.00
Part-time employee w/ 1 child	\$ 826.00	\$ 800.00
Part-time employee w/ 2 children	\$ 1,162.00	\$ 1,136.00
Part-time employee w/ family	\$ 1,210.00	\$ 1,184.00

<b>PART-TIME EMPLOYEE (0.75-0.99 FTE)</b>		
Part-time employee	\$ 244.00	\$ 232.00
Part-time employee w/ spouse	\$ 786.00	\$ 774.00
Part-time employee w/ 1 child	\$ 582.00	\$ 570.00
Part-time employee w/ 2 children	\$ 918.00	\$ 906.00
Part-time employee w/ family	\$ 966.00	\$ 954.00

<b>Retiree under 65</b>		
Spouse under 65	\$ 974.00	\$ 974.00
One Child	\$ 646.00	\$ 652.00
Two Children Only	\$ 402.00	\$ 406.00
Family maximum	\$ 802.00	\$ 810.00
	\$ 860.00	\$ 868.00

<b>Retiree over 65</b>		
Spouse under 65 Only	\$ 974.00	Not Covered
One child Only	\$ 402.00	\$ 406.00
Two Children Only	\$ 802.00	\$ 810.00
Family maximum -spouse with Part B	\$ 1,376.00	\$ 1,380.00

<b>COBRA (Active + 2%)</b>		
Single	\$ 994.00	\$ 944.00
w/ Spouse	\$ 1,546.00	\$ 1,496.00
w/ One Child	\$ 1,338.00	\$ 1,288.00
w/ Two Children Only	\$ 1,680.00	\$ 1,630.00
w/ Family maximum	\$ 1,730.00	\$ 1,680.00

<b>BSED &amp; Riverstone (Active + 2%*)</b>		
Employee	\$ 994.00	\$ 944.00
Employee and Spouse	\$ 1,546.00	\$ 1,496.00
Employee and 1 child	\$ 1,338.00	\$ 1,288.00
Employee and 2 children	\$ 1,680.00	\$ 1,630.00
Employee and family	\$ 1,730.00	\$ 1,680.00

\* 2% Admin Fee added to each level of coverage for this report

**Health Insurance Rates effective FY20 - FY21**  
**High Deductible Plan**

	Monthly FY20 and FY21	
	7/1/20-12/31/20	1/1/21-6/30/21
<b>Active - County Employee</b>	\$ 800.00	\$ 774.00
* Employee paid by County Spouse	\$ 272.00	\$ 312.00
One Child	\$ 104.00	\$ 138.00
Two Children Only	\$ 380.00	\$ 424.00
Family maximum	\$ 420.00	\$ 464.00

\* FY20 includes employee paid wellness

<b>PART-TIME EMPLOYEE (0.50-0.74 FTE)</b>		
Part-time employee HSA = \$87/then \$75	\$ 402.00	\$ 388.00
Part-time employee w/ spouse	\$ 758.00	\$ 774.00
Part-time employee w/ 1 child	\$ 592.00	\$ 600.00
Part-time employee w/ 2 children	\$ 866.00	\$ 886.00
Part-time employee w/ family	\$ 906.00	\$ 926.00

<b>PART-TIME EMPLOYEE (0.75-0.99 FTE)</b>		
Part-time employee HSA = \$130/then \$112	\$ 202.00	\$ 194.00
Part-time employee w/ spouse	\$ 516.00	\$ 544.00
Part-time employee w/ 1 child	\$ 348.00	\$ 370.00
Part-time employee w/ 2 children	\$ 624.00	\$ 656.00
Part-time employee w/ family	\$ 662.00	\$ 696.00

<b>Retiree under 65</b>		
Spouse under 65	\$ 800.00	\$ 828.00
One Child	\$ 530.00	\$ 556.00
Two Children Only	\$ 330.00	\$ 346.00
Family maximum	\$ 658.00	\$ 690.00
	\$ 706.00	\$ 738.00

<b>Retiree over 65 - Not covered</b>		
Spouse under 65	\$ 800.00	\$ 828.00
One child only	\$ 330.00	\$ 346.00
Two Children Only	\$ 658.00	\$ 690.00
Family maximum -spouse with Part B	\$ 1,304.00	\$ 1,174.00

<b>COBRA (Active + 2%)</b>		
Single	\$ 816.00	\$ 790.00
w/ Spouse	\$ 1,270.00	\$ 1,262.00
w/ One Child	\$ 1,100.00	\$ 1,084.00
w/ Two Children Only	\$ 1,382.00	\$ 1,376.00
w/ Family maximum	\$ 1,422.00	\$ 1,416.00

<b>BSED &amp; Riverstone (Active + 2%*)</b>		
Employee	\$ 816.00	\$ 790.00
Employee and Spouse	\$ 1,270.00	\$ 1,262.00
Employee and 1 child	\$ 1,100.00	\$ 1,084.00
Employee and 2 children	\$ 1,382.00	\$ 1,376.00
Employee and family	\$ 1,422.00	\$ 1,416.00

\* 2% Admin Fee added to each level of coverage for this report